II. If not, to what relief the said workman is entitled to?"

By Order and in the name of the Governor of Karnataka,

J PILLAPPA,
*Desk Officer*
1195—S. O. 1484 *Social Welfare and Labour Department.* (*Labour 'A'*)

Notification No. SWL 22 LFB 79
*Bangalore, dated 30th April 1979.*

Under proviso to sub-section (1) of Section 66 of the Factories Act, 1948 (Central Act 63 of 1948) the Government of Karnataka, hereby permits for a period of three months from the date of this Notification, M/s. Kissan Products Ltd., Old Madras Road, Bangalore-560016, to employ women workers between 6 A. M. to 10 P. M. subject to the following conditions that :—

(1) No woman shall be employed beyond 7 P. M. unless she has given her consent to be so employed ;

(2) The women workers shall be provided with transport facilities for returning to their houses;

(3) A period of un-interrupted rest of at least ten hours shall intervene between cessation of work on any day and the beginning of work on the following day.

By Order and in the name of the Governor of Karnataka,

J. PILLAPPA,
*I/c. Under Secretary to Government,*
969—S. O. 1485 *Social Welfare and Labour Department.*

Order No. SWL 858 LLD 78
*Bangalore, dated 16th June 1979.*

Whereas the Government of Karnataka are of opinion that an Industrial Dispute exists between the workmen and the management of Niligiris Mechanised Bakery, Unit of Niligiri Dairy Farm, No. 5 Markam Road, Bangalore-25 on the points noted below ;

And, whereas the Government of Karnataka consider it desirable to refer the dispute for adjudication.

Now, therefore, in exercise of the powers conferred by clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act No. 14 of 1947), the Government of Karnataka hereby refer the said dispute for adjudication to the Additional Labour Court at Bangalore.

**Points of Dispute.**

"I. Is the Management justified in—

(a) re'renching Workmen Sriyuths.—(1) K. Ramachandran, (2) Sagayanathan, (3) Devadass, (4) Jayavelu (5) R. Shekhar, (6) M. Manoharan (7) E. Mathivanam (8) N. Subramani (9) Kaliappan (10) Karunanidhi and (11) Shanmugam w. e. f. 29th January 1978 ?

(b) terminating the services of.—(1) Sri S. Gandhi w. e. f. 13th August 1977 and (2) Sri Aruldas w e. f. 30th July 1977?

(c) deducting 8 days wages of Sriyuths.—(1) Jayakumar (2) V. Mani (3) Abdul Rasheed (4) P. Chinnappa (5) R. Chandran (6) A. Muniswamy (7) A. Anthony (8) Elangovan (9) Gunasekharan (10) I. Muniya (11) E. Sridharan Pillai (12) George (13) John (14) Mariadoss (15) J. C. Kasinathan (16) K. Loganathan (17) P. Loganathan and (18) S. Patrick Joseph.

II. If not, to what relief the above workmen are entitled ? ".

By Order and in the name of the Governor of Karnataka,

J. PILLAPPA,
*Desk Officer,*
*Social Welfare & Labour Department*
*(Labour-A).*

1320—S.O. 1486

## GOVERNMENT OF KARNATAKA

### SOCIAL WELFARE AND LABOUR SECRETARIAT

*Labour Dispute* :—Industrial dispute between the Workmen and the Management of United Chemicals & Industries (P) Ltd., Morzaria Industrial Estate, Flat No. 4, Bannerghatta Road, Bangalore-29.

Award of the Presiding Officer, Labour Court, Bangalore, Published.

Read the following Papers :

1. Letter No. 1540/78-79, dated 12th December 1978 from Sri M. R. Mujumdar, Presiding Officer, Labour Court, Bangalore.

### BEFORE THE PRESIDING OFFICER, LABOUR COURT, BANGALORE.

*Dated this 12th day of December 1978*

PRESENT :

Shri M. R. Mujumdar. B.A. Hon L L B.
*Presiding Officer.*

**Reference No. 153 of 1978**

*First Party* :—

Smt. Pushpa, No. 9, Housing Board Quarters, II Block, and East Block, Jayanagar, Bangalore-560011.

*Vs.*

*Second Party* :—

The management of United Chemical & Industries (P) Ltd., A. Morzaria Industrial Estate, Flat No. 4, Bannerghatta Road, Bangalore-560029.

*Reference* :—

Government Order No SWL 872 LLD 74 dated 21st November 1974.

AWARD

1 The Government of Karnataka in their Order No. SWL 872 LLD 74 dated 21st November 1974 have referred an industrial dispute existing between the above named parties to this court for adjudication on the points of dispute noted below :—

"Are the management of United Chemicals and Industries (P) Ltd., A Morzaria Industrial Estate, Flat No. 4 Bannerghata Road, Bangalore-29, justified in refusing to allow Smt. Pushpa to resume work with effect from 26th November 1973 ?

If not, to what relief is the said worker entitled ?"

2 On receipt of reference, it was originally registered as Reference No. 195 of 1974 and notices were issued to the parties. The I Party filed her claim statement on 20th January 1975 and the II Party filed their counter-statement on 26th February 1975 and on the same day issues were framed and the case was set down for evidence.

3 Before this court, on behalf of the II Party one Mr Kamal Singh, Manager of the II Party, was examined in-chief as M.W-1. In the meanwhile the proceedings of the case has been transferred to the Labour Court, Hubli, by Government Order No. SWL 322 LLE 76 dated 27th January 1977. The Labour Court, Hubli, registered the case as Reference No. 233 of 1977. But again the Government, after some time, retransferred the case from Labour Court, Hubli, to this Court as per Government Order No. SWL 314 (V) LLE 77 dated 23rd January 1978. On receipt of the case file, it was registered as Reference No. 153 of 1978 and notices were issued to the parties to appear and conduct their case.

4 On 1st December 1978 when the case was called both the parties were present and filed a joint memorandum of settlement and prayed for an award in terms of the same. Terms of the settlement are fair and reasonable and therefore, accepted.

5 In the result, I pass an award in terms of the Joint memo which shall be annexed to this award and be deemed as forming part of it. No costs.

Sd/- M. R. Mujumdar
*Presiding Officer,*
*Labour Court, Bangalore.*

**BEFORE THE HON'BLE LABOUR COURT AT BANGALORE**

**Reference No. 153 of 1978**

*First Party.*—

Smt. Pushpa, No. 9, Housing Board Quarters, II Block, I and East Block, Jayanagar, Bangalope 560011.

*Second Party.*—

Management of United Chemicals and Industries Private Ltd., Morzaria Industrial Estate, Bannerghatta Road, Bangalore-560029.

**Joint Memorandum of Settlement**

The First Party and the Second Party have discussed all the matters arising out of the above dispute and have mutually settled all the dispute on the following terms and conditions.

**Terms and Conditions**

1 The Second Party has paid Rs. 500 to the First Party and the First Party has received the same.

2 The abovementioned amount of Rs 500 is paid in full and final settlement of all the claims of the First Party against the Second Party including the claim of reinstatement, back-wages, gratuity, leave with wages, bonus and any other claims that the first party may have against the second party.

3 The First Party shall not have any claims of any nature whatsoever against the Second Party,

4 The parties pray this Hon'ble Court be pleased to pass a consent award in terms of the above settlement in the interest of justice.

Dated at Bangalore on this 1st day of December 1978.

| | |
|---|---|
| | ..... |
| *First Party* : | *Second Party* : |
| ..... | ..... |
| Authorised representative for First Party | Authorised representative for Second Party |